

April 16, 2019

M. David Rudd, President,
The University of Memphis
President's Office
The University of Memphis
341 Administration Building
Memphis, TN 38152

Via E-mail and U.S. Mail

Dear President Rudd,

After much thought and deliberation, I am writing to you to share my observations over what occurred during a [REDACTED] trip with the Women's Basketball team [REDACTED]. Standing alone they seem innocuous, perhaps even petty, and may amount to nothing more than unprofessional, lazy or odd behavior---I will leave it to you to reach your own conclusions.

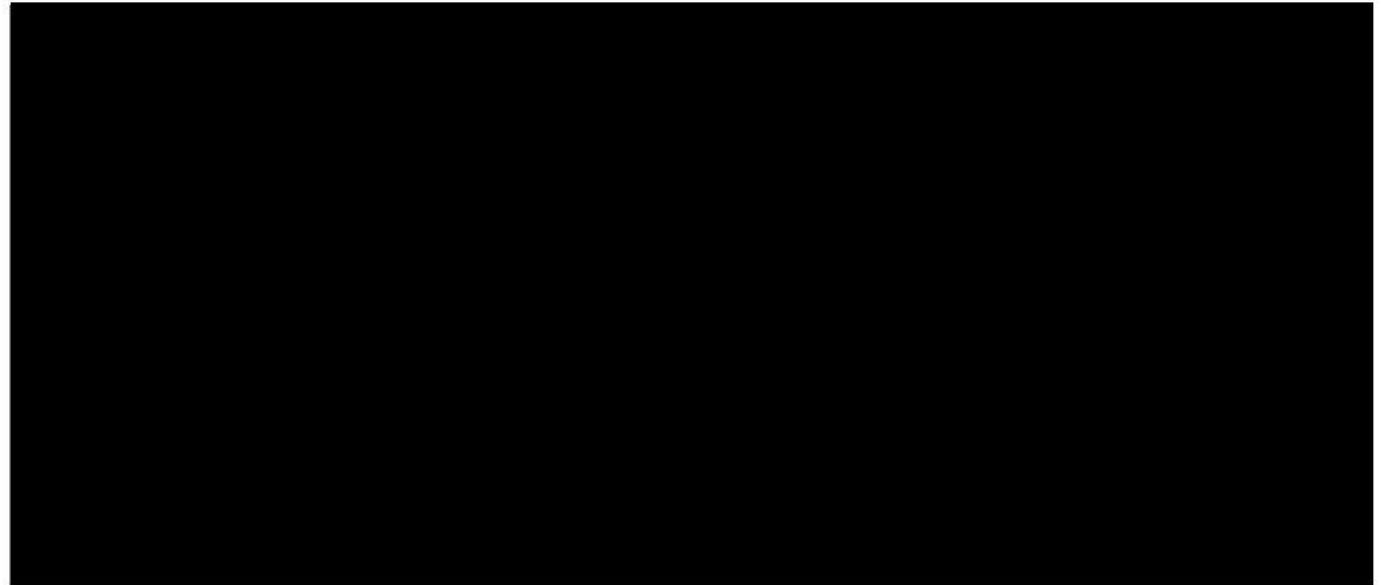
[REDACTED] I was somewhat taken aback by the decorum and behavior of [REDACTED] the Athletic Department Administration and thought you should know.



[REDACTED] proceeded to the check-in desk. [REDACTED] a hotel employee brought packets and room keys around to the group. As the employee was handing

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out each packet, I heard that [REDACTED] added that [REDACTED] would take Mr. Bowen's packet as he was arriving later and [REDACTED] didn't want him to have to wait in line at registration. This struck me as quite unusual [REDACTED] and was told he [REDACTED] was arriving very late (I think I was told around 1-2 a.m.). Assuming there'd be a line at that time of day, most professionals I know are capable of checking into hotels no matter their arrival time and would neither ask nor expect a subordinate to wait up to give them their registration packet and room key. Maybe Mr. Bowen is the kind of boss who does expect this or perhaps it was some other reason. Either way is seemed unusual.



[REDACTED] it was the first time I had personally seen [REDACTED] since check in. At the game, [REDACTED] was seated next to Mr. Bowen at the end line. [REDACTED]

[REDACTED] After halftime, they both moved to be across from the bench and it was more of the same.

[REDACTED] was seated in front of Mr. Bowen and [REDACTED]. Despite the fact that there were many empty seats they seemed to make a point of sitting together. And on the bus, I can only characterize their behavior as being a bit 'flirty.' [REDACTED]

[REDACTED] when [REDACTED] boarded, Mr. Bowen told [REDACTED] could sit with him. They seemed to always seek each other out. But again, it's certainly possible that they were having business discussions [REDACTED]. Does he expect this from his employees?

Perhaps the culture and expectations of professionals in college athletics vary from those in a corporate setting---I don't know. I can tell you that, when I was working, what I saw and experienced would have raised a lot of questions and red flags. You should also know that all of

this took place in front their colleagues, [REDACTED] however, I do not know whether they noticed any of this or not.

[REDACTED]

I realize that since you don't know me, you may find it easy to dismiss my concerns. I hope not. [REDACTED]
[REDACTED] My hope is that you look into the behavior, environment and tone of the athletic department which, [REDACTED] didn't seem very focused on the student-athletes or the program. [REDACTED]

[REDACTED]

Sincerely,

[REDACTED]

Cc: Ms. Melanie Murry—University Counsel